

Constitutional reform to reduce the workweek

On March 3, 2026, the Decree amending sections IV and XI of part “A” of article 123 of the Political Constitution of the United Mexican States in order to reduce the workweek (the “Decree”), was published in the evening edition of the Federal Official Gazette and entered into force on the day of its publication.

The key points of the Decree are as follows:

- The weekly work schedule will be 40 hours, representing a reduction from 48 to 40 hours per week.
- For every six days of work, employees must be granted at least one day of rest with full pay (a right that is currently provided under the Federal Labor Law).
- Under no circumstances may the reduction of the weekly work schedule result in a decrease in employees’ wages, salaries, or benefits.
- A new overtime scheme is established:
 - Overtime may not exceed 12 hours per week, which may be distributed up to 4 hours per day over a maximum of 4 days within the same period (currently, the Federal Labor Law allows up to 9 overtime hours distributed over 3 days per week).
 - The first 12 overtime hours will be paid a 100% premium over the rate corresponding to regular hours; any hours exceeding such limit will be paid at a 200% premium.
 - Express prohibition on minors working overtime (a provision that is already contemplated under the Federal Labor Law).

As of January 1, 2027, the work schedule will be reduced gradually by two hours per year until reaching a maximum of 40 hours per week in 2030, in accordance with the following schedule:

Year	Applicable workweek hours
2026	48 hours
2027	46 hours
2028	44 hours
2029	42 hours
2030	40 hours

The Congress of the Union will have a period of **90 days** to make the necessary changes and adjustments to the Federal Labor Law.

To ensure proper compliance with the new working hour limits, it will be highly important to begin an analysis of current work schedules, employment contracts, policies, and internal regulations, as well as to optimize processes and review payroll costs.

For more information, we share the link to the publication in the Federal Official Gazette: https://www.dof.gob.mx/nota_detalle.php?codigo=5781417&fecha=03/03/2026#gsc.tab=0

Please let us know if you have any questions in this regard.

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S I N C E R E L Y

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